

SERGEANT MAJOR OF THE ARMY'S "NOT IN MY SQUAD" (NIMS) INITIATIVE

Instructions for Preparing Your Backbrief to Senior Leaders

Each Working Group will have 15 minutes to backbrief your senior leaders. Your backbrief will be successful if you keep your findings and recommendations brief and use those points to have a professional back-and-forth dialog with your leaders. Be prepared to have a discussion!

Your backbrief will be in the general format of an Information Briefing, and should consist of a short introduction, a main body that describes any 2 or 3 of the topics you discussed during the workshop, recommendation(s) for each topic, and a short closing (*from FM 6-0, p. 7-1*):

1. INTRODUCTION

- A. Greeting
- B. Purpose

2. MAIN BODY

- A. Topic #1
 - i. Discussion – Explain the significance of the topic and how it relates to squad climate.
 - ii. Recommendation(s) – What is your recommendation – for other squad leaders, your local installation/organization/unit leaders, and/or senior Army leaders?
- B. Topic #2
 - i. Discussion – Explain the significance of the topic and how it relates to squad climate.
 - ii. Recommendation(s) – What is your recommendation – for other squad leaders, your local installation/organization/unit leaders, and/or senior Army leaders?
- C. Topic #3 (OPTIONAL)
 - i. Discussion – Explain the significance of the topic and how it relates to squad climate.
 - ii. Recommendation(s) – What is your recommendation – for other squad leaders, your local installation/organization/unit leaders, and/or senior Army leaders?

3. CLOSING

- A. Recap main ideas
- B. Concluding statement
- C. Questions?

You must use your easel as a visual aid – the content written on your easel pad will be used to generate an EXSUM for your senior leaders and the SMA. Below is an example of how you might prepare your easel pad:

<p style="text-align: center;">GROUP [#]</p> <p>1. Topic #1 A. Discussion B. Recommendation(s)</p> <p>2. Topic #2 A. Discussion B. Recommendation(s)</p> <p>3. Topic #3 A. Discussion B. Recommendation(s)</p>
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It is up to you as a group to decide how to run your backbrief. You can elect a single speaker or conduct your briefing as a team.

As you think about the content of your backbrief, focus on the 3 main purposes of the NIMS workshops, as discussed in the first session:

1) To share your ideas on best practices, challenges, and recommendations related to building mutual trust and cohesion at the squad level. What can YOU do – as squad leaders – to create a more positive climate? What can you take responsibility for – take charge of – what role do you play?

This is your opportunity to tell your senior leaders and the SMA about how important squad leaders are in the lives of their Soldiers. Tell them how influential you are or can be.

2) To inform your senior leaders of local/organizational best practices and obstacles to building positive climates that they can help you overcome at the local level. What are the best practices your local leaders should know about and can disseminate across the installation/organization? What are the local challenges you face that they can help you with?

If you talk about challenges, keep it positive and professional. Offer reasonable and realistic solutions! This should not be a sensing session.

3) To inform the sma of best practices and cultural challenges that are best addressed at the Army level. What are the best practices the SMA should share with the entire Army? What are the Army-level issues that he can help you with?

Tell the SMA about your best practices so he can share them with the rest of the force. Again, keep it positive and professional. Offer solutions if you talk about challenges!